Nova Scotia
Labour

COLLECTIVE AGREEMENT SURVEY IN THE MANUFACTURING INDUSTRY

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ECONOMICS AND RESEARCH DIVISION
NOVA SCOTIA DEPARTMENT OF LABOUR

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COLLECTIVE AGREEMENT SURVEY

IN THE

MANUFACTURING INDUSTRY

ECONOMICS AND RESEARCH DIVISION

NOVA SCOTIA DEPARTMENT OF LABOUR

HALIFAX, NOVA SCOTIA

HONOURABLE LEONARD L. PACE, Q. C.
MINISTER

R. E. ANDERSON
DEPUTY MINISTER

101-04938/

FOREWORD

The following survey of 86 collective agreements presents current data relative to wages and working conditions in unionized manufacturing establishments throughout the Province. Historical comparisons based on the percentage of contracts containing clauses concerning specific aspects of wages and working conditions have also been included.

All agreements under analysis were in effect on or after January 1, 1971, but those which became effective after June 1, 1971, were not included.

This report has been prepared by Mr. P. R. Gagné under the supervision of Mr. K. H. Horne.

Jean Dobson (Mrs.)
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-1971-

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INTRODUCTION

The provisions of the 86 collective agreements analysed by the survey affect 14,412 employees - approximately half of the total estimated employment [1] in the manufacturing industry in Nova Scotia, and 83 percent of the unionized work force [2] in that industry.

Historical comparisons with a similar study produced in 1969 are geographically presented in one section of this publication. The present survey analyses the same provisions of the collective agreements as did the 1969 study.

The names of the unions and companies who contributed to this Survey are included in the Appendix.

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1 Dominion Bureau of Statistics, "Estimates of Employees by Province and Industry." Catalogue No. 72-008, February, 1971.

2 Nova Scotia Department of Labour, "Labour Organization in Nova Scotia." 1971.

I. UNION SECURITY PROVISIONS

I UNION SECURITY PROVISIONS

COLLECTIVE AGREEMENTS AND EMPLOYEES COVERED BY MONTH OF EXPIRY

Seventy-seven percent of the agreements covered will expire by December, 1972. These same agreements involve 81 percent of the employees. The remaining contracts, which will come up for renegotiation in 1973 and 1974, account for 21 and 2 percent respectively of the total number of contracts.

COLLECTIVE AGREEMENTS BY SIZE OF BARGAINING UNIT

Bargaining units of 50 employees or less still form the largest single size group. However, such bargaining units have declined from 52 percent in 1969 to the present 42 percent. Approximately 73 percent of the bargaining units surveyed contained 100 employees or less. As in 1969, there are still only six bargaining units of 500 or more employees.

TERM OF AGREEMENT

Over the two-year period, there has been no noticeable change in the duration of union contracts. The most common, i.e. those of a two-year duration, increased five percent over the 1969 figure to 56 percent of the collective agreements surveyed.

SCOPE OF BARGAINING UNIT

Single plant bargaining units remain just as prominent. Bargaining at the multi-plant level affected 34 percent of the employees surveyed.

UNION SECURITY

(a) Membership

The most popular form of union security provision, which appears in 33 percent of the agreements, remains union shop.

Other provisions that are used to maintain union membership and are becoming more popular are modified union shop with maintenance of membership, which has doubled in percentage over the 1969 figures, and Rand Formula which has increased about 10 percent.

UNION SECURITY (cont'd)

(b) Check-Off

As contracts with provisions for the maintenance of union membership grow more common, the proportion of agreements that call for compulsory payment of union dues also increases. Hence, 91 percent of the present agreements, as opposed to the 1969 figure of 79 percent, now contain compulsory check-off clauses.

HIRING PROCEDURES

Preferential hiring of union members has increased 40 percent since 1969, but it is still only specified in 22 percent of the agreements surveyed.

TABLE 1: COLLECTIVE AGREEMENTS AND EMPLOYEES COVERED BY MONTH OF EXPIRY

Month	1971		1972		1973		1974	
	No.of Agreements	Employees	No.of Agreements	Employees	No.of Agreements	Employees	No.of Agreements	Employees
January	3	333	2	230	4	260	1	14
February	2	15	1	22	1	350	-	-
March	5	1957	3	446	1	100	1	124
April	4	495	6	3662	2	113	-	-
May	2	139	2	100	3	1310	-	-
June	1	80	2	51	1	13	-	-
July	-	-	1	26	1	60	-	-
August	-	-	2	130	-	-	-	-
September	5	632	3	258	-	-	-	-
October	2	56	3	150	-	-	-	-
November	2	500	4	209	3	205	-	-
December	5	1913	6	311	2	128	-	-
TOTAL	31	6120	35	5595	18	2539	2	138

TABLE 1a: COLLECTIVE AGREEMENTS BY SIZE OF BARGAINING UNIT

Size	No. of Agreements	%	No. of Employees	%
0 - 50	36	41.9	875	6.1
51 - 100	27	31.4	2156	15.0
101 - 200	8	9.3	1046	7.2
201 - 500	9	10.5	2985	20.7
500 and over	6	6.9	7350	51.0
TOTAL	86	100.0	14,412	100.0

TABLE 2: TERM OF AGREEMENT

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
One year	7	8.1	906	6.3
More than one year but less than two years	4	4.7	310	2.1
Two years	48	55.8	6335	44.0
More than two years but less than three years	8	9.3	3339	23.2
Three years	19	22.1	3522	24.4
More than three years	-	-	-	-
TOTAL	86	100.0	14,412	100.0

TABLE 3: SCOPE OF BARGAINING UNIT

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Single plant	71	82.6	9438	65.5
Multi-plant	13	15.1	4953	34.4
Multi-company	2	2.3	21	0.1
TOTAL	86	100.0	14,412	100.0

TABLE 4: UNION SECURITY - MEMBERSHIP

PROVISION	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Closed shop	1	1.2	61	0.4
Union shop	28	32.5	3614	25.1
Modified union shop with maintenance of membership	17	19.8	1468	10.2
Modified union shop without maintenance of membership	1	1.2	28	0.2
Rand formula	24	27.9	4589	31.8
Modified Rand formula	4	4.6	2423	16.8
Rand formula with maintenance of membership for present and future union members	-	-	-	-
Maintenance of membership for present and future union members	3	3.5	1541	10.7
Open shop	8	9.3	688	4.8
Open shop changing to Rand formula in 1971	-	-	-	-
TOTAL	86	100.0	14,412	100.0

TABLE 5: UNION SECURITY - CHECK-OFF

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Compulsory for all employees with closed or union shop	24	27.9	3204	22.2
Compulsory for all employees without closed or union shop	26	30.2	4745	32.9
Compulsory for union members	22	25.6	2319	16.1
Voluntary and irrevocable	1	1.2	50	0.3
Voluntary and revocable	2	2.3	1272	8.8
Voluntary (revocability not mentioned)	2	2.3	125	0.9
Voluntary for old employees compulsory for new	7	8.2	2631	18.3
No provision	2	2.3	66	0.5
TOTAL	86	100.0	14,412	100.0

TABLE 6: HIRING PROCEDURE

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Preferential hiring of union members	19	22.1	4959	34.4
Preferential hiring of local residents	1	1.2	1500	10.4
No provision	66	76.7	7953	55.2
TOTAL	86	100.0	14,412	100.0

II. EMPLOYEES SECURITY PROVISIONS

II EMPLOYEES SECURITY PROVISIONS

PERMANENT EMPLOYEE QUALIFICATION

Although the three-month probationary period is still the most common, contained in 20 percent of the contracts, many other probationary periods were recorded. Only 17 percent of the collective agreements surveyed are without a clause concerning service necessary to obtain permanent employee status.

SENIORITY RECOGNITION

Seniority recognition provides for preferential treatment of employees with longer service when administering layoffs, promotions, rehirings, vacations, etc. Only nine percent of the collective agreements do not make provision for the recognition of seniority in such personnel practices.

SENIORITY UNIT

The seniority unit is the group within which an employee's length of service is to be recognized as a determining factor when administering layoffs, promotions, etc. Seniority provisions contained in collective agreements may be established for various units, such as by department, division, craft or the entire plant.

When the seniority unit is not specifically defined, it is assumed to be on a plant-wide basis.

In 1971, 50 percent (as opposed to 40 percent in 1969) of the surveyed collective agreements did not specifically define the seniority unit.

GRIEVANCE PROCEDURE

It is more common in the collective agreements surveyed to find that the mode of presentation of a grievance is not specifically stated.

The time limit for initiating a grievance is specified in a higher percentage of contracts - 64 percent in the present survey as compared to 56 percent of the agreements surveyed in 1969.

The use of a three man board in final and binding arbitration under the grievance procedure mechanism decreased in popularity to 50 percent, approximately 20 percent lower than in 1969. This was due to a 14 percent increase in the use of a single umpire as well as a 12 percent increase in the deployment of a choice between a single umpire or a three man board.

TABLE 7: PERMANENT EMPLOYEE QUALIFICATION

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
30 days	10	11.6	894	6.2
40 days	2	2.3	2395	16.6
45 days	6	7.0	2333	16.2
50 days	2	2.3	172	1.2
60 days	14	16.3	1317	9.1
60 working days	8	9.3	647	4.5
65 working days	2	2.3	450	3.1
90 days	17	19.8	1238	8.6
120 days	5	5.8	1261	8.8
Over 120 days	4	4.7	288	2.0
See Agreement	1	1.2	50	0.3
No provision	15	17.4	3367	23.4
TOTAL	86	100.0	14,412	100.0

TABLE 8: SENIORITY RECOGNITION

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Layoffs only	1	1.2	45	0.3
Promotions only	-	-	-	-
Vacations only	1	1.2	58	0.4
Layoffs and promotions	1	1.2	60	0.4
Layoffs and rehiring	3	3.5	212	1.5

TABLE 8: SENIORITY RECOGNITION (cont'd)

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Layoffs and vacations	2	2.3	378	2.6
Promotions and rehiring	-	-	-	-
Layoffs, promotions and vacations	5	5.8	1745	12.1
Layoffs, promotions and rehirings	34	39.5	8113	56.3
Layoffs, promotions, rehiring and vacations	31	36.0	2283	15.9
No provision	8	9.3	1518	10.5
TOTAL	86	100.0	14,412	100.0

TABLE 9: SENIORITY UNIT

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Unit not stated	35	40.6	1883	13.1
Department	23	26.7	2818	19.6
Plant	5	5.8	288	2.0
Occupation	5	5.8	1375	9.5
Company	-	-	-	-
Department and plant	4	4.7	5150	35.7
Occupation and department	2	2.3	400	2.8
Department, classification and plant	1	1.2	72	0.5

TABLE 9: SENIORITY UNIT (cont'd)

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Department and company	1	1.2	300	2.1
Occupation and plant	1	1.2	14	--
No provision	8	9.3	2042	14.2
See agreement	1	1.2	70	0.5
TOTAL	86	100.0	14,412	100.0

TABLE 10: GRIEVANCE PROCEDURE

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Mode of Presentation				
Written	23	26.7	5089	35.3
Oral	28	32.6	5634	39.1
Written or oral	4	4.6	220	1.5
Not specifically stated	30	34.9	3411	23.7
No provision	1	1.2	58	0.4
TOTAL	86	100.0	14,412	100.0
Time Limit to Initiate Grievance				
During work shift	1	1.2	50	0.3
24 hours	4	4.7	618	4.3
1 working day	3	3.4	950	6.6
Two or three days	9	10.5	2795	19.4
Two to three working days	9	10.5	594	4.1
Four to five days	4	4.7	619	4.3
Four to five working days	10	11.6	1720	11.9

TABLE 10: GRIEVANCE PROCEDURE (cont'd)

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Six to seven working days	2	2.3	94	0.7
Ten to fifteen days	5	5.8	283	2.0
Ten to fifteen working days	4	4.7	1235	8.6
Thirty days	2	2.3	178	1.2
Thirty working days	2	2.3	105	0.7
Not specifically stated	24	27.9	2179	15.1
No provision	7	8.1	2992	20.8
TOTAL	86	100.0	14,412	100.0
Number of Arbitrators				
Single umpire	28	32.5	8448	58.6
Three man board	43	50.0	4304	29.9
Five man board	1	1.2	58	0.4
Single umpire or three man board	14	16.3	1602	11.1
No provision	-	-	-	-
TOTAL	86	100.0	14,412	100.0
Complaintant's Status				
Suspended at discretion of employer with provision for reimbursement if exonerated	50	58.1	9398	65.2
Appeal after dismissal where discharge is involved	13	15.1	1141	7.9

TABLE 10: GRIEVANCE PROCEDURE (cont'd)

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
No provision	23	26.8	3873	26.9
TOTAL	86	100.0	14,412	100.0

III. ECONOMIC FACTORS PROVISION

III ECONOMIC FACTORS PROVISIONS

HOURS OF WORK PER WEEK

The trend towards a 40-hour work week has continued. With respect to both the current agreements and the number of employees involved, the 40-hour work week now applies in 12 percent more cases.

OVERTIME PROVISIONS

There have been no significant changes in overtime provisions since 1969. Premium rates of pay for employees working beyond normal daily or weekly hours are still paid at a rate of time and one-half in the majority of cases. Provision for double time on Sundays occurs in approximately 60 percent of the agreements.

SHIFT PROVISIONS

The most prevalent premium paid for work performed on a shift other than a normal work period remained at six to ten cents per hour.

PAID STATUTORY HOLIDAYS

Again the percentage of collective agreements providing for nine holidays increased, although only by four percent over 1969. Clauses for ten holidays more than doubled from the 1969 survey results, and appear in 13 percent of the present contracts.

Double time and double time and one-half for holidays worked, again appeared in over half of the agreements surveyed.

Approximately 54 percent of the contracts provided that if a holiday fell on a day not normally worked, it would be observed on the following Monday or a day proclaimed by the government.

Now precisely half the agreements stipulated that when a holiday fell during an employee's vacation, he would have another working day off with pay, take an extra day's pay or choose between the two alternatives. The remaining agreements made no provision regarding paid holidays falling during an employee's vacation.

PAID VACATIONS

The trend towards providing longer vacations and vacations of various durations after shorter service continues.

PAID VACATIONS (cont'd)

A total of 66[1] percent of the employees covered under the surveyed agreements received three weeks vacation, while 42[1] percent received four weeks vacation and seven percent received five weeks vacation after various durations of service.

LOWEST WAGE - MALE

The trend towards a higher minimum wage in the manufacturing operations has continued. The percentage of employees receiving a minimum wage from $1.01 to $1.50 was reduced to one-third of the 1969 level. A dramatic change took place in those employees earning between $2.51 to $3.00 as they rose from five percent in 1969 to the present 31 percent of the surveyed wage earners.

The annual base rate increase for the manufacturing industry in 1971 is 9.4 percent. To compute this figure, the lowest wage paid at the end of each agreement surveyed in 1971 as compared to the equivalent rate for 1969 was used.

INDUSTRIAL SAFETY

Again, as in 1969, the current survey indicates that provisions relating to safety and health rank as the more common clause contained in 65 percent and 47 percent respectively of the 1971 collective agreements.

FRINGE BENEFITS

There is a noticeable increase in the percentage of contracts containing clauses covering the various types of fringe benefits. Almost twice as high a percentage of 1971 agreements deal with paid sick leave and unpaid leave of abcence - union business. However, clauses covering severance pay are only a third as prevalent in present contracts as in those surveyed in 1969.

Between 40 to 60 percent of the surveyed agreements contain clauses separately concerning paid bereavement leave, paid sick leave, unpaid leave of absence- union business, paid rest periods, reporting pay guarantee, call-out pay guarantee and job posting.

[1] These figures do not include a number of collective agreements where vacation pay was substituted for actual time off.

TABLE 11: HOURS OF WORK PER WEEK

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
35 hours per week	-	-	-	-
37 1/2 hours per week	3	3.5	334	2.3
40 hours per week	68	79.0	12,276	85.2
42 to 42 1/2 hours per week	4	4.5	177	1.2
44 hours per week	3	3.5	120	0.8
45 hours per week	3	3.5	113	0.8
48 hours per week	1	1.2	1200	8.3
49 hours per week	1	1.2	6	-
50 hours per week	1	1.2	22	0.2
See agreement	1	1.2	80	0.6
No provision	1	1.2	84	0.6
TOTAL	86	100.0	14,412	100.0

TABLE 12: OVERTIME PROVISIONS

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Overtime Rates After Daily or Weekly Hours				
Time and one-half	59	68.6	9990	69.3
Time and one-half for four hours and double time thereafter	5	5.8	1492	10.3
Time and one-half for twelve hours and double time thereafter	6	6.9	346	2.4
Double time	1	1.2	80	0.6
Other	7	8.1	1744	12.1
See agreement	4	4.7	276	1.9

TABLE 12: OVERTIME RATES (cont'd)

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
No provision	4	4.7	484	3.4
TOTAL	86	100.0	14,412	100.0
Overtime Rates on Saturday (days not normally worked)				
Time and one-half	46	53.5	8515	59.1
Time and on-half Saturday morning and double time for Saturday afternoon	-	-	-	-
Time and one-half for four hours and double time thereafter	5	5.8	1395	9.7
Time and one-half for eight hours and double time thereafter	7	8.1	886	6.1
Double time	5	5.8	1355	9.4
Other	5	5.8	377	2.6
See agreement	4	4.7	646	4.5
No provision	14	16.3	1238	8.6
TOTAL	86	100.0	14,412	100.0
Overtime Rates On Sunday				
Time and one half	23	26.7	4434	30.7
Double time	51	59.3	9366	65.0
Triple time	1	1.2	26	0.2
Other	2	2.3	189	1.3
See Agreement	1	1.2	100	0.7
No provision	8	9.3	297	2.1
TOTAL	86	100.0	14,412	100.0

TABLE 13: SHIFT PROVISIONS

PROVISION	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
0 - 5 cents	6	7.0	348	2.4
6 - 10 cents	25	29.1	6395	44.4
11 - 15 cents	8	9.3	431	3.0
16 - 20 cents	1	1.1	26	0.2
Percentage	1	1.1	185	1.3
Extra $2.00 per week	-	-	-	-
Extra $5.00 per week	-	-	-	-
Eight hours pay for seven hours worked	-	-	-	-
Other	4	4.7	1377	9.5
No provision	38	44.2	5398	37.5
See agreement	3	3.5	252	1.7
TOTAL	86	100.0	14,412	100.0

TABLE 14: PAID STATUTORY HOLIDAYS

PROVISION	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Holiday pay	4	4.6	1310	9.1
Six holidays a year or less	3	3.5	90	0.6
Seven holidays per year	5	5.8	335	2.3
Eight holidays per year	20	23.2	6839	47.4
Nine holidays per year	36	41.9	4232	29.4
Ten holidays per year	11	12.8	1162	8.1

TABLE 14: PAID STATUTORY HOLIDAYS (cont'd)

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Eleven holidays per year	1	1.2	39	0.3
Eleven and one-half holidays per year	1	1.2	26	0.2
Twelve holidays per year	1	1.2	124	0.9
No provision	2	2.3	164	1.1
See agreement	2	2.3	91	0.6
TOTAL	86	100.0	14,412	100.0
Pay Rates for Holidays Worked				
Time and one-half	9	10.4	1254	8.7
Time and one-half for eight hours and double time thereafter	1	1.2	75	0.5
Time and one-half plus working day off with pay in lieu	3	3.5	200	1.4
Double time	26	30.2	4111	28.5
Double time and one-half	21	24.4	3976	27.6
Double time for eight hours and double time and one-half thereafter	1	1.2	100	0.7
Double time and One-half for eight hours and triple time thereafter	1	1.2	100	0.7
Triple time	11	12.8	1304	9.1
Working day off with pay in lieu	-	-	-	-
See agreement	10	11.6	3032	21.0
No provision	3	3.5	260	1.8
TOTAL	86	100.0	14,412	100.0

TABLE 14: PAID STATUTORY HOLIDAYS (cont'd)

PROVISION	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Paid Holiday Falling on Days Not Normally Worked				
1. Observe on following Monday or day proclaimed by government	46	53.5	6463	44.8
2. Specific provisions for no working day off with pay or no extra day's pay	4	4.7	166	1.2
3. Working day off with pay	2	2.3	50	0.3
4. Extra day's pay	1	1.2	189	1.3
5. Either (3) or (4)	2	2.3	115	0.8
6. See agreement	-	-	-	-
7. No provision	31	36.0	7429	51.6
TOTAL	86	100.0	14,412	100.0
Paid Holidays Falling During Vacation				
1. Another working day off with pay	15	17.4	1603	11.1
2. Extra day's pay	19	22.1	6475	44.9
3. Either (1) or (2)	9	10.5	542	3.8
4. See agreement	1	1.2	72	0.5
5. No provision	42	48.8	5720	39.7
TOTAL	86	100.0	14,412	100.0

TABLE 15: PAID VACATIONS

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Provision for two weeks only	11	12.8	2064	14.3
Provision for more than two weeks	66	76.7	9411	65.3
See agreement	9	10.5	2937	20.4
TOTAL	86	100.0	14,412	100.0
Provision for three Weeks				
After one year	-	-	-	-
After three years	-	-	-	-
After five years	7	8.1	554	3.8
After six years	3	3.5	288	2.0
After seven years	2	2.3	65	0.5
After eight years	11	12.8	1278	8.9
After nine years	4	4.7	1865	12.9
After ten years	20	23.3	1700	11.8
After eleven years	1	1.2	1000	6.9
After twelve years	7	8.1	1722	12.0
After thirteen years	2	2.3	132	0.9
After fifteen years	8	9.3	893	6.2
After seventeen years	-	-	-	-
After twenty years	1	1.2	40	0.3
See agreement	7	8.1	2839	19.7
No provision	13	15.1	2036	14.1
TOTAL	86	100.0	14,412	100.0

TABLE 15: PAID VACATIONS (cont'd)

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Provision for Four Weeks				
After ten years	1	1.2	20	0.1
After eleven years	1	1.2	1000	6.9
After fourteen years	1	1.2	300	2.1
After fifteen years	2	2.3	172	1.2
After sixteen years	1	1.2	26	0.2
After seventeen years	1	1.2	15	0.1
After eighteen years	9	10.4	1995	13.8
After twenty years	11	12.7	1496	10.4
After twenty-two years	4	4.6	444	3.1
After twenty-three years	1	1.2	100	0.7
After twenty-five years	6	7.0	540	3.8
No provision	41	47.7	5465	37.9
See agreement	7	8.1	2839	19.7
TOTAL	86	100.0	14,412	100.0
Provision for Five Weeks				
After twenty years	-	-	-	-
After twenty-five years	4	4.7	275	1.9
After thirty years	6	7.0	690	4.8
See agreement	7	8.1	2839	19.7
No provision	69	80.2	10608	73.6
TOTAL	86	100.0	14,412	100.0

TABLE 16: LOWEST WAGE PAID - MALE

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
$1.01 - $1.50	7	8.1	1052	7.3
$1.51 - $2.00	24	27.9	3320	23.0
$2.01 - $2.50	27	31.4	3610	25.0
$2.51 - $3.00	14	16.3	4394	30.5
$3.01 - $3.50	5	5.8	335	2.3
$3.51 - $4.00	1	1.2	748	5.2
$4.01 - $5.00	5	5.8	763	5.3
Over $5.00	-	-	-	-
See agreement	2	2.3	110	0.8
No provision	1	1.2	80	0.6
TOTAL	86	100.0	14,412	100.0

TABLE 17: LOWEST WAGE PAID - FEMALE

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
$ .50 - $1.00	-	-	-	-
$1.01 - $1.50	13	15.1	3321	23.0
$1.51 - $2.00	9	10.5	834	5.8
Over $2.00	2	2.3	137	0.9
No provision	61	70.9	10040	69.7
See agreement	1	1.2	80	0.6
TOTAL	86	100.0	14,412	100.0

NOTE: The annual base wage rate increase for the manufacturing industry in 1971 is 9.4 percent.

TABLE 18: INDUSTRIAL SAFETY

Provision	With Provision				No Provision				Total			
	Agreements		Employees Covered		Agreements		Employees Covered		Agreements		Employees Covered	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Safety	56	65.1	9396	65.2	30	34.9	5016	34.8	86	100	14,412	100
Sanitation	13	15.1	2341	16.2	73	84.9	12071	83.8	86	100	14,412	100
Health	40	46.5	6611	45.9	46	53.5	7801	54.1	86	100	14,412	100
First Aid	13	15.1	3871	26.9	73	84.9	10541	73.1	86	100	14,412	100
Physical examination	18	20.9	3789	26.3	68	79.1	10623	73.7	86	100	14,412	100
Safety committee	27	31.4	7737	53.7	59	68.6	6675	46.3	86	100	14,412	100
Safety equipment												
-at no cost to employee	16	18.6	4959	34.4	70	81.4	9453	65.6	86	100	14,412	100
-at some cost to employee	2	2.3	177	1.2	84	97.7	14235	98.8	86	100	14,412	100
Work clothing												
-at no cost to employee	19	22.1	1964	13.6	67	77.9	12448	86.4	86	100	14,412	100
-at some cost to employee	6	7.0	303	2.1	80	93.0	14109	97.9	86	100	14,412	100
Clothing or equipment maintenance												
-at no cost to employee	9	10.5	904	6.3	77	89.5	13508	93.7	86	100	14,412	100
-at some cost to employee	3	3.5	200	1.4	83	96.5	14212	98.6	86	100	14,412	100

TABLE 19: FRINGE BENEFITS

Provision	With Provision				No Provision				Total			
	Agreements		Employees Covered		Agreements		Employees Covered		Agreements		Employees Covered	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Paid Bereavement Leave	59	68.6	6696	46.5	27	31.4	7716	53.5	86	100	14,412	100
Paid Jury Duty	23	26.7	6013	41.7	63	73.3	8399	58.3	86	100	14,412	100
Paid Sick Leave	43	50.0	4683	32.5	43	50.0	9729	67.5	86	100	14.412	100
Medical Benefits	18	20.9	4100	28.4	68	79.1	10312	71.6	86	100	14,412	100
Life Insurance Plan	33	38.4	6523	45.3	53	61.6	7889	54.7	86	100	14,412	100
Unpaid Maternity Leave	9	10.5	1943	13.5	77	89.5	12469	86.5	86	100	14,412	100
Unpaid Leave of Abscence (Union Business)	53	61.6	10884	75.5	33	38.4	3528	24.5	86	100	14,412	100
Paid Rest Periods	35	40.7	7050	48.9	51	59.3	7362	51.1	86	100	14,412	100
Wash-up time	9	10.5	1567	10.9	77	89.5	12845	89.1	86	100	14,412	100
Reporting Pay Guarantee	36	41.9	7763	53.9	50	58.1	6649	46.1	86	100	14,412	100
Call-out pay Guarantee	54	62.8	8008	55.6	32	37.2	6404	44.4	86	100	14,412	100
Severance Pay	3	3.5	228	1.6	83	96.5	14184	98.4	86	100	14,412	100
Notice of Layoff	14	16.3	2221	15.4	72	83.7	12191	84.6	86	100	14,412	100
Job Posting	43	50.0	6177	42.9	43	50.0	8235	57.1	86	100	14,412	100

TABLE 19: FRINGE BENEFITS

Provision	With Provision				No Provision				Total			
	Agreements		Employees Covered		Agreements		Employees Covered		Agreements		Employees Covered	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Cost of Living provision	3	3.5	233	1.6	83	96.5	14179	98.4	86	100	14,412	100
Labour Management Committee	4	4.7	383	2.7	82	95.3	14029	97.3	86	100	14,412	100
Employer Contribution to Welfare Plan	23	26.7	4717	32.7	63	73.3	9695	67.3	86	100	14,412	100
No Subcontracting Clause	1	1.2	300	2.1	85	98.8	14112	97.9	86	100	14,412	100

CHART ANALYSIS

TRENDS IN COLLECTIVE AGREEMENTS PROVISIONS

MANUFACTURING INDUSTRY

NOVA SCOTIA

CHART 1: TERM OF AGREEMENT

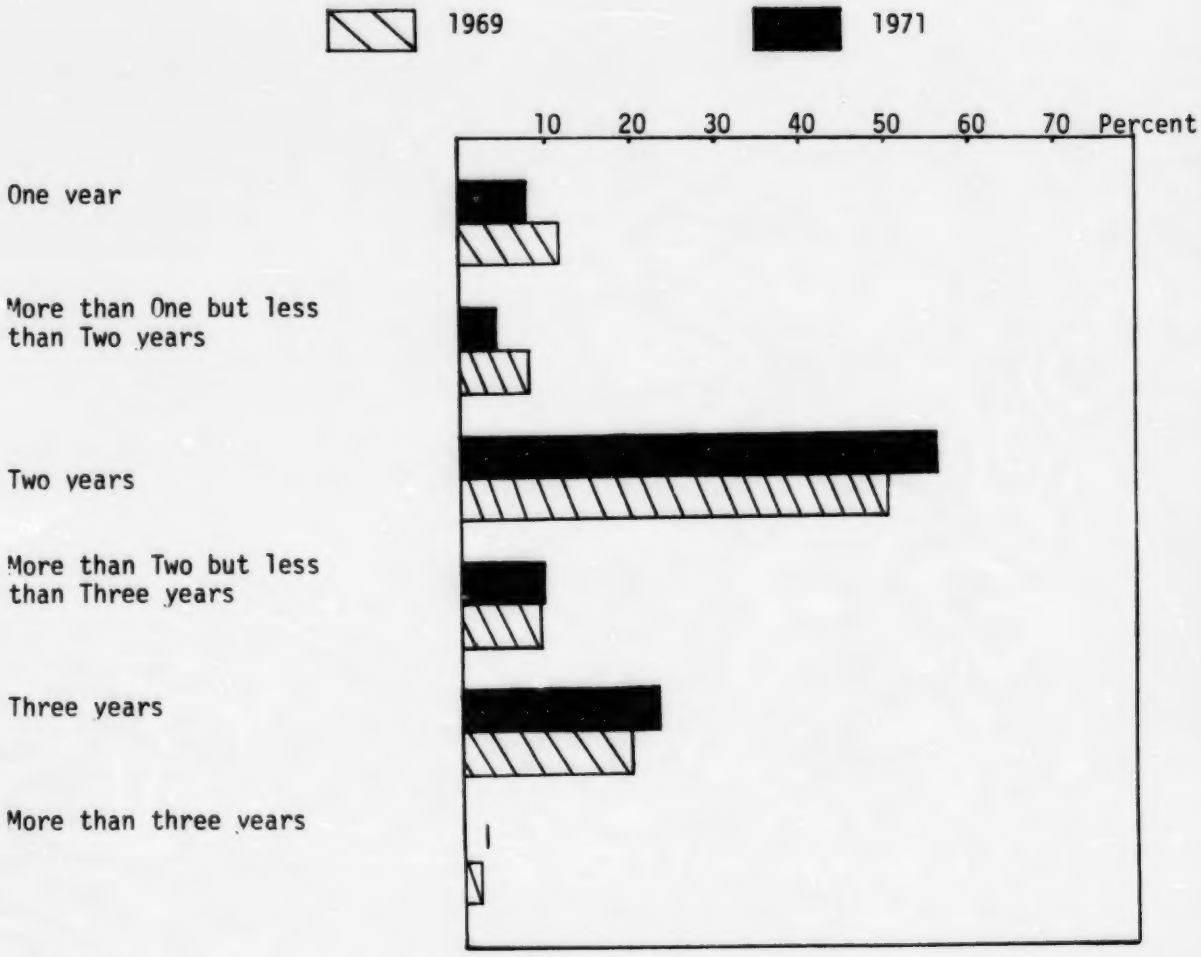


CHART 2: UNION SECURITY - MEMBERSHIP

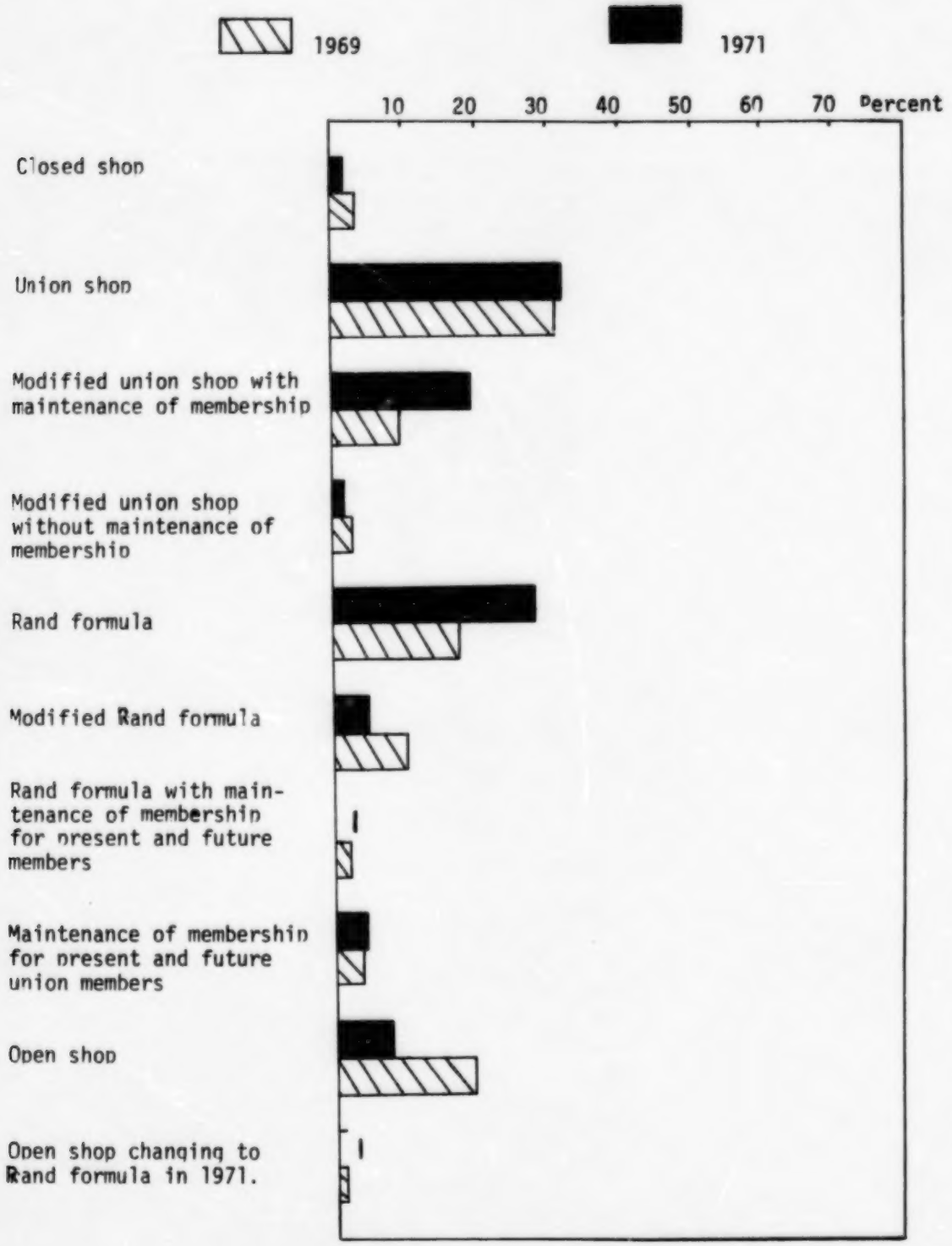


CHART 3: UNION SECURITY - CHECK-OFF

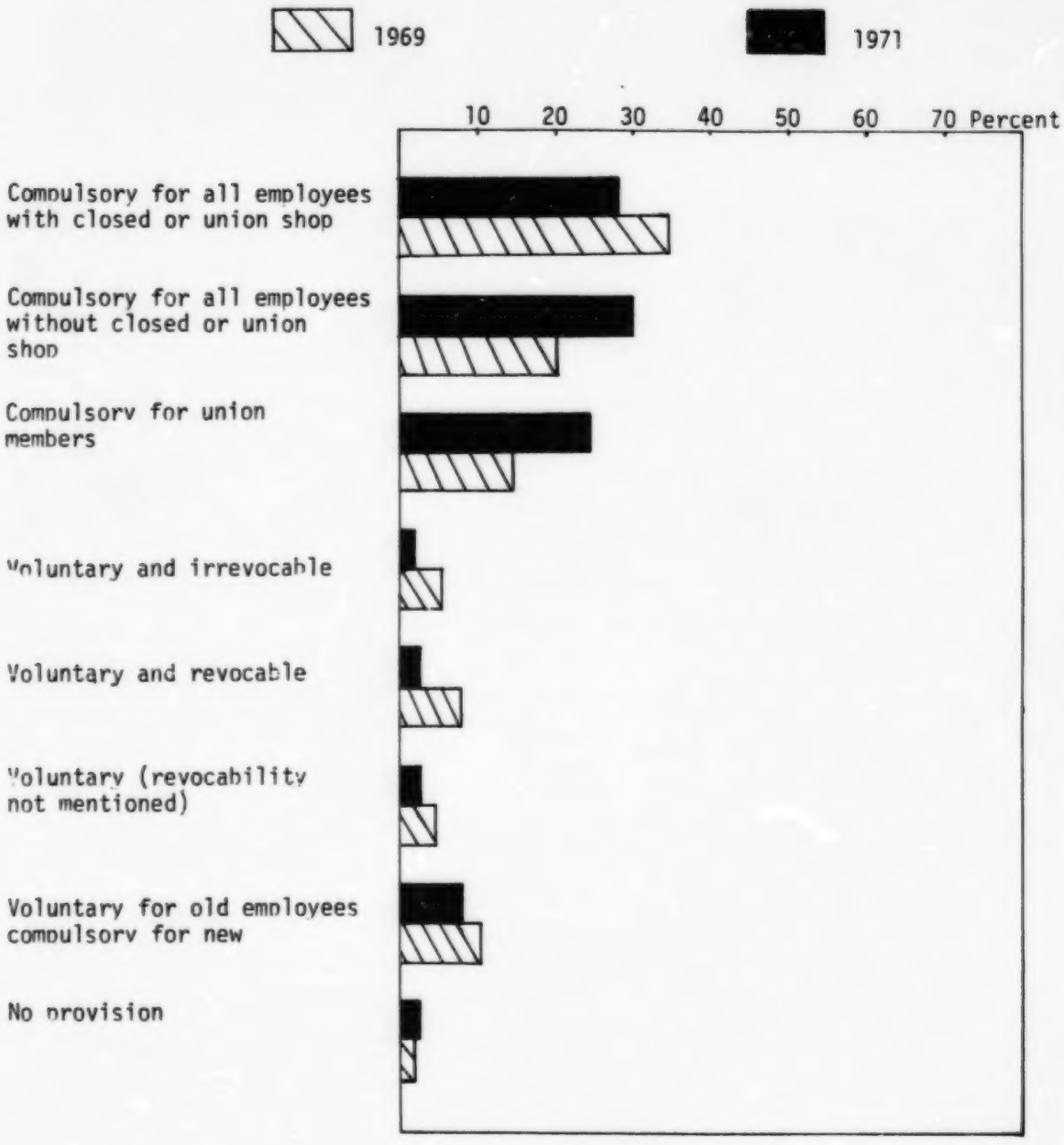


CHART 4: SENIORITY RECOGNITION

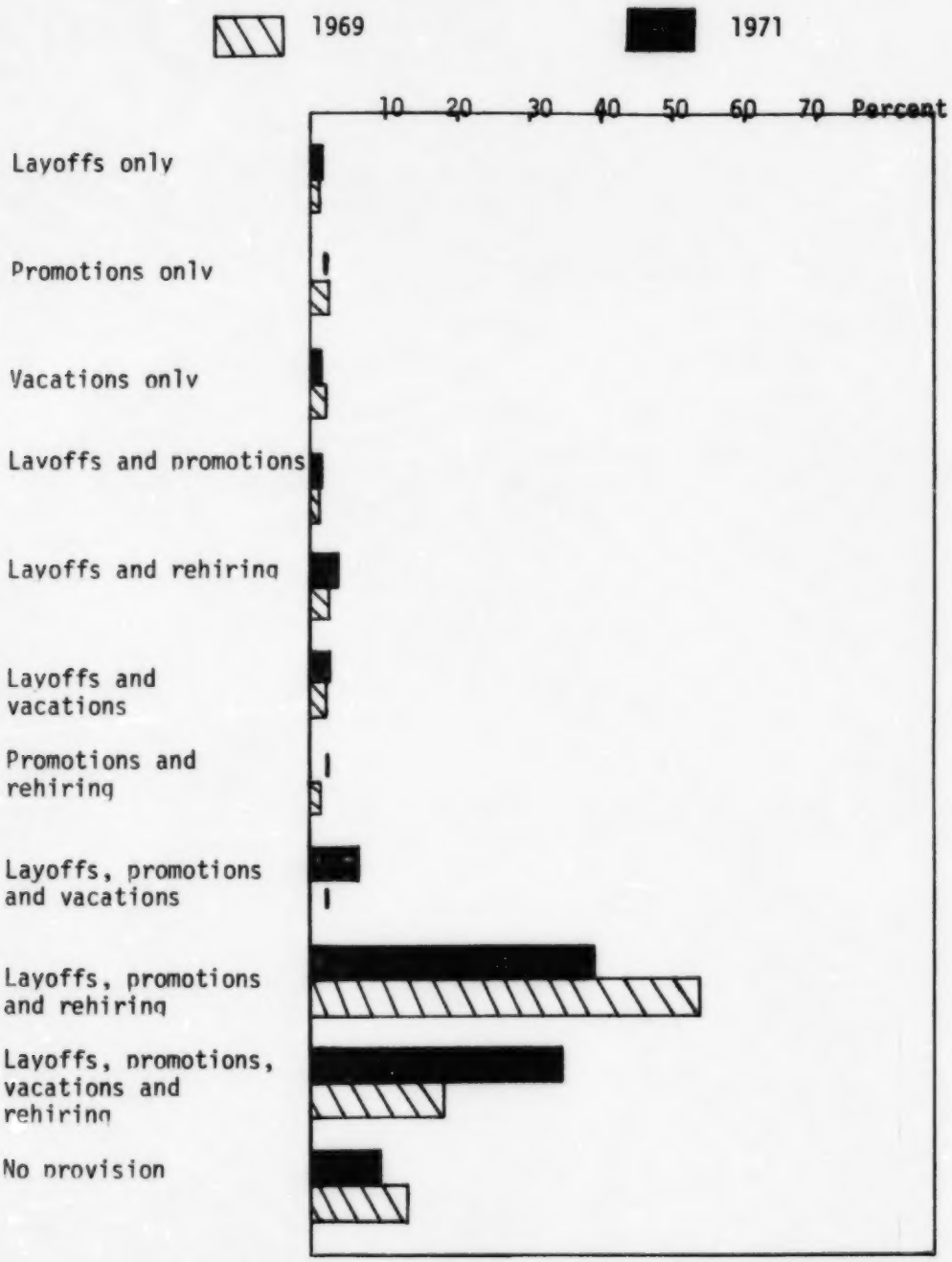


CHART 5: SENIORITY UNIT

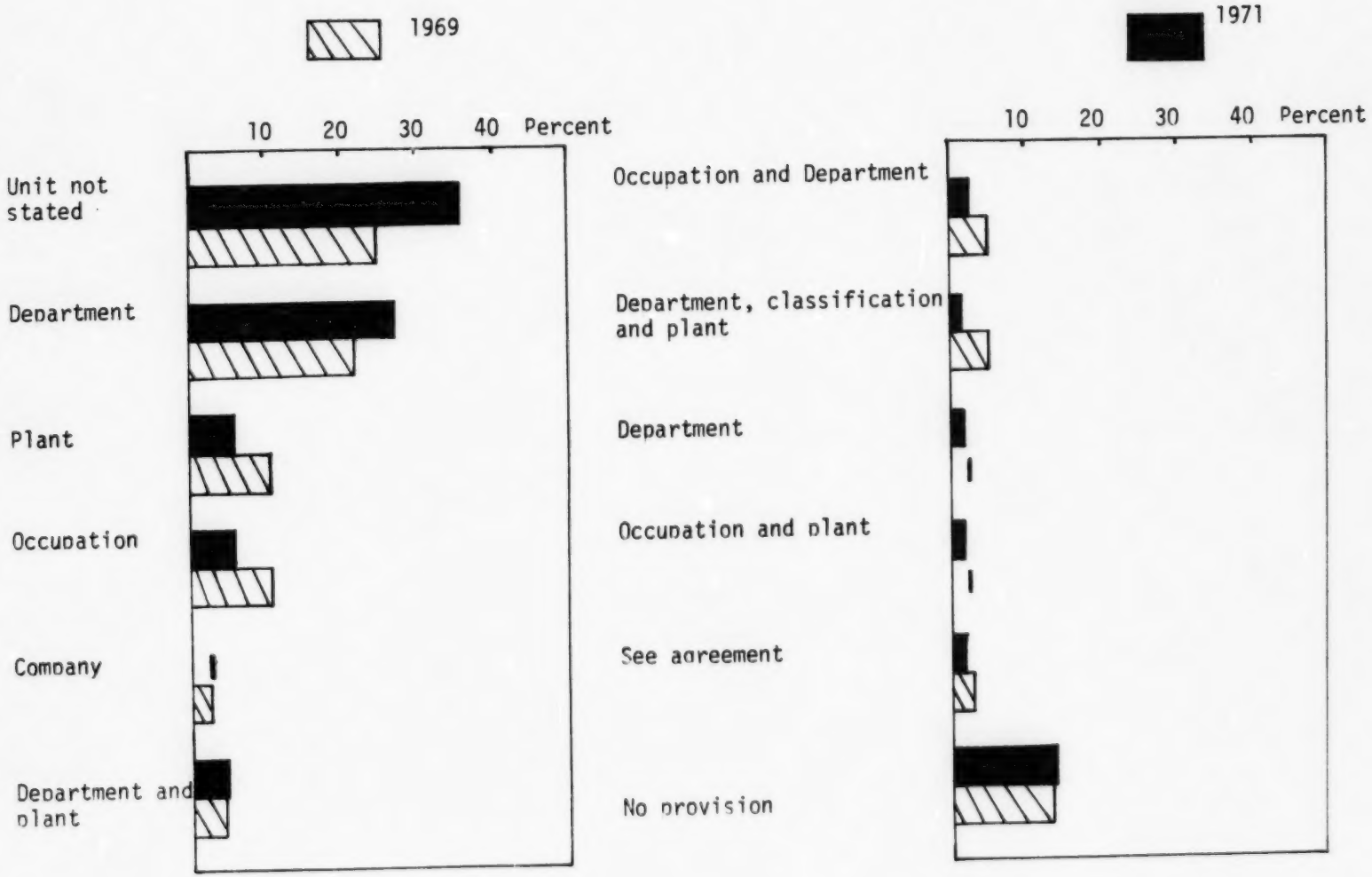


CHART 6: GRIEVANCE PROCEDURE

Mode of Presentation

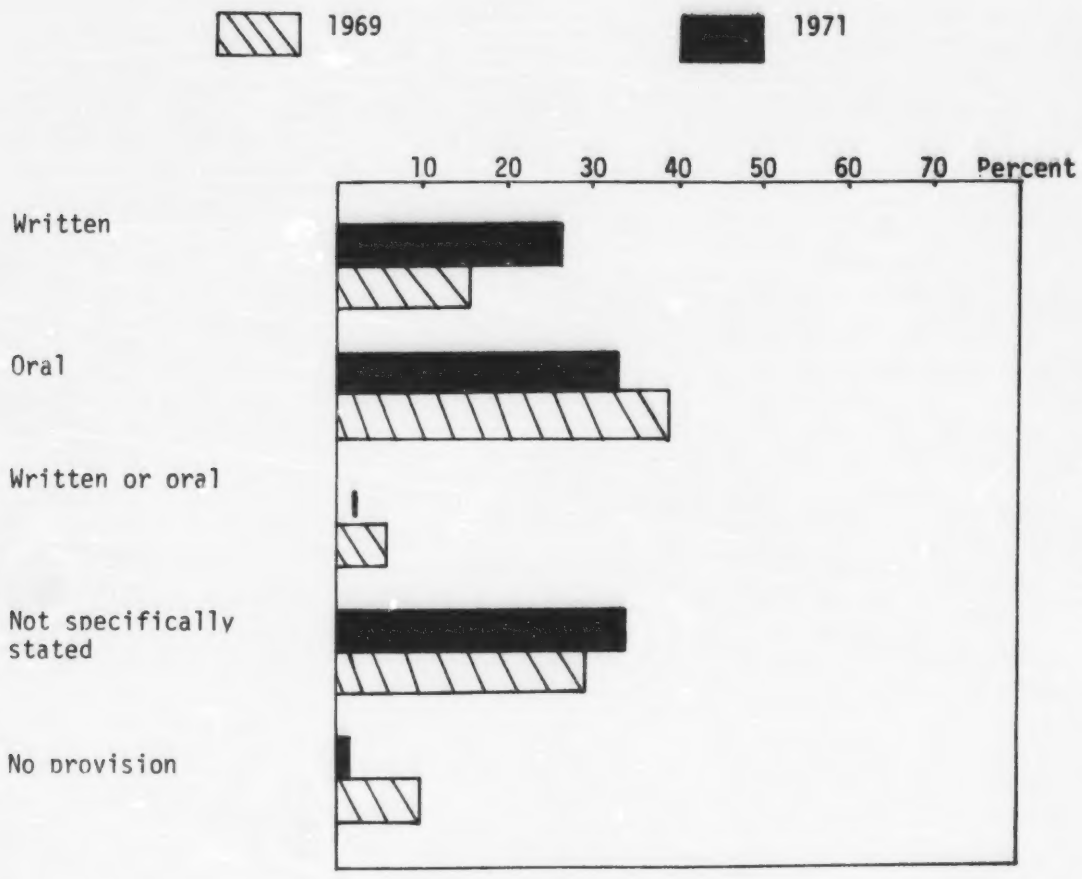
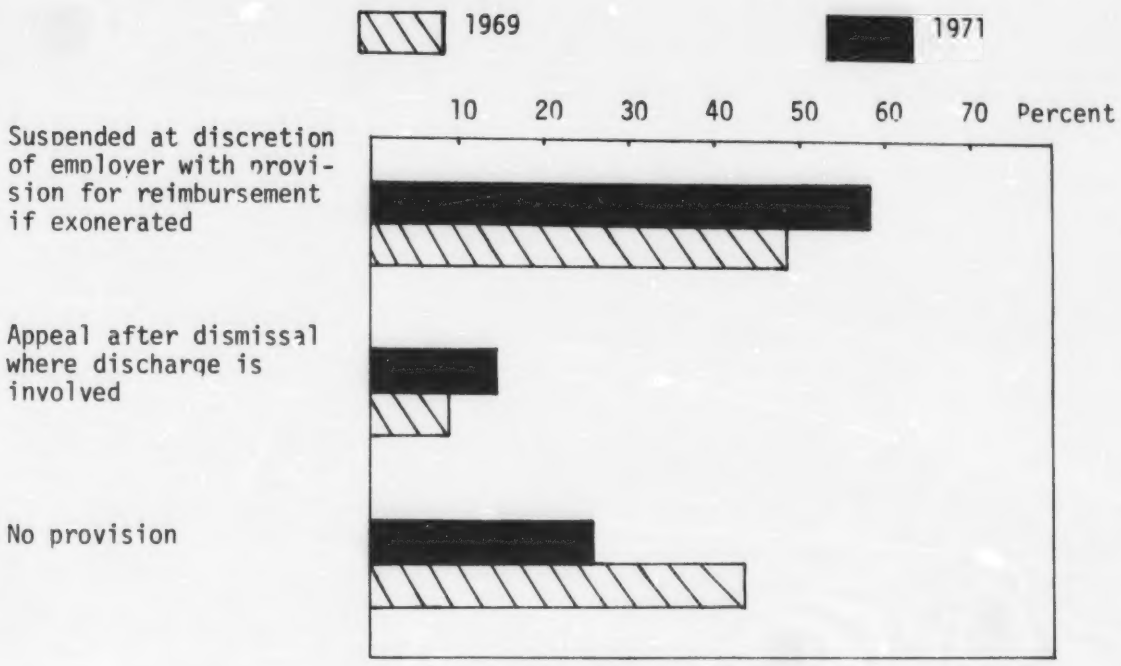


CHART 6: (cont'd) GRIEVANCE PROCEDURE

Complainant's Status



RT 7: HOURS OF WORK PER WEEK

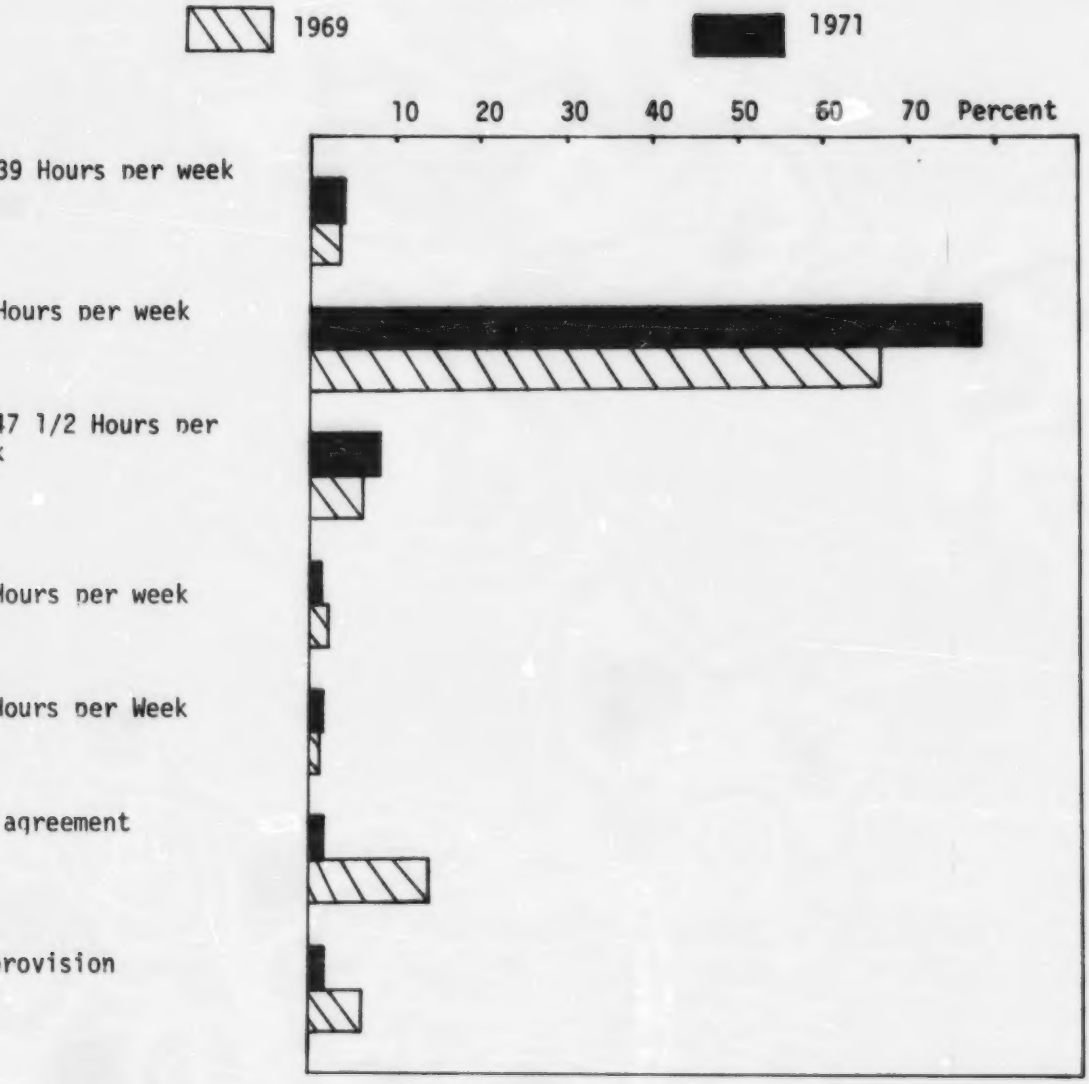


CHART 8: OVERTIME PROVISIONS

Overtime Rates After Daily or Weekly Hours

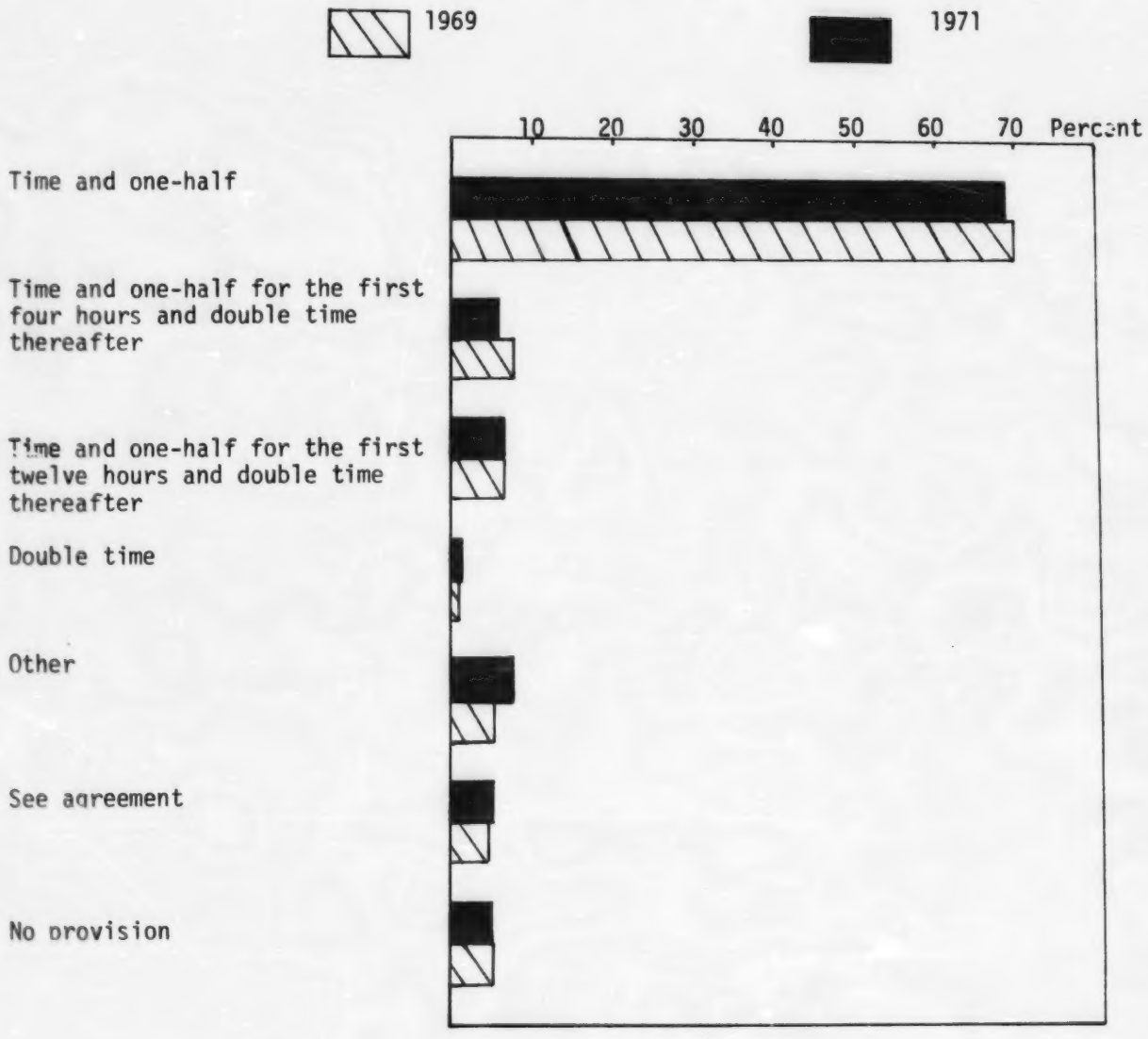


CHART 8: (cont'd) OVERTIME PROVISIONS

Overtime Rates on Saturday

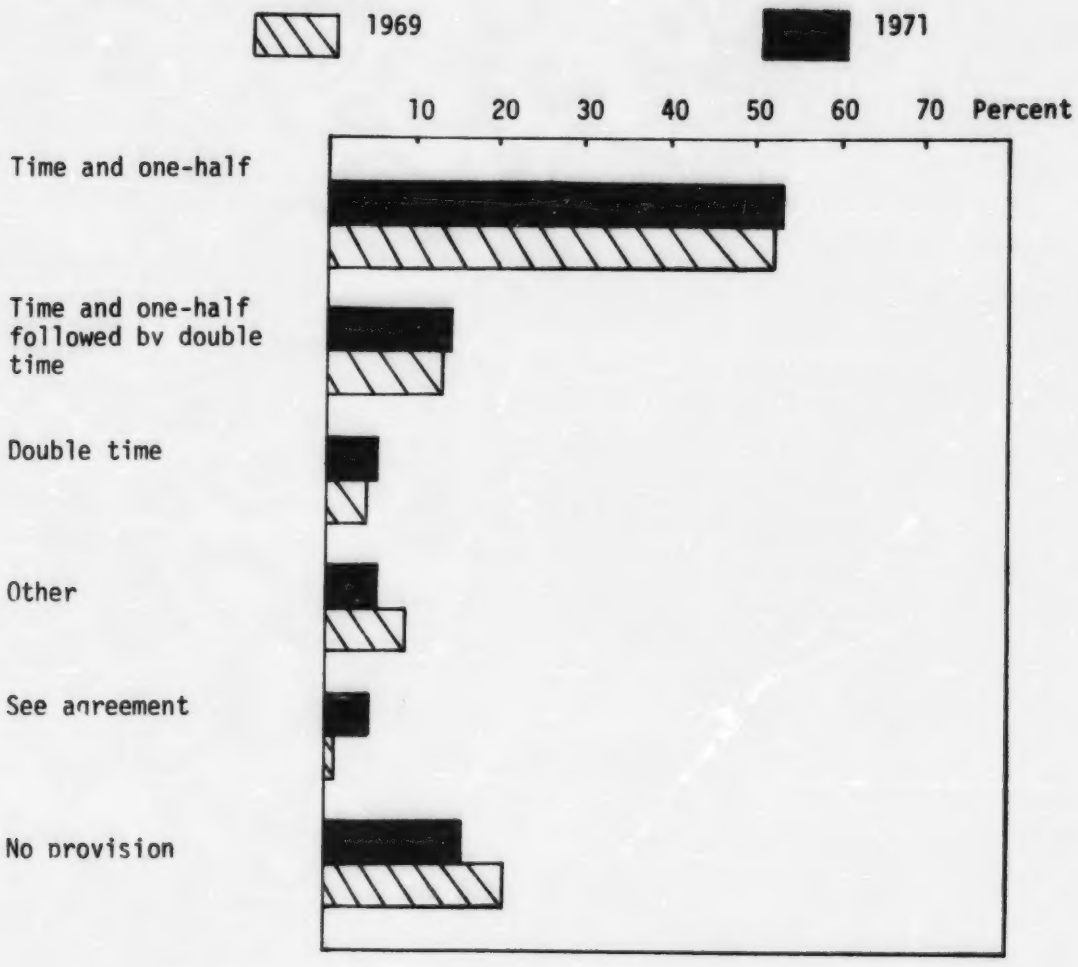


CHART 8: (cont'd) OVERTIME PROVISIONS

Overtime Rates On Sunday

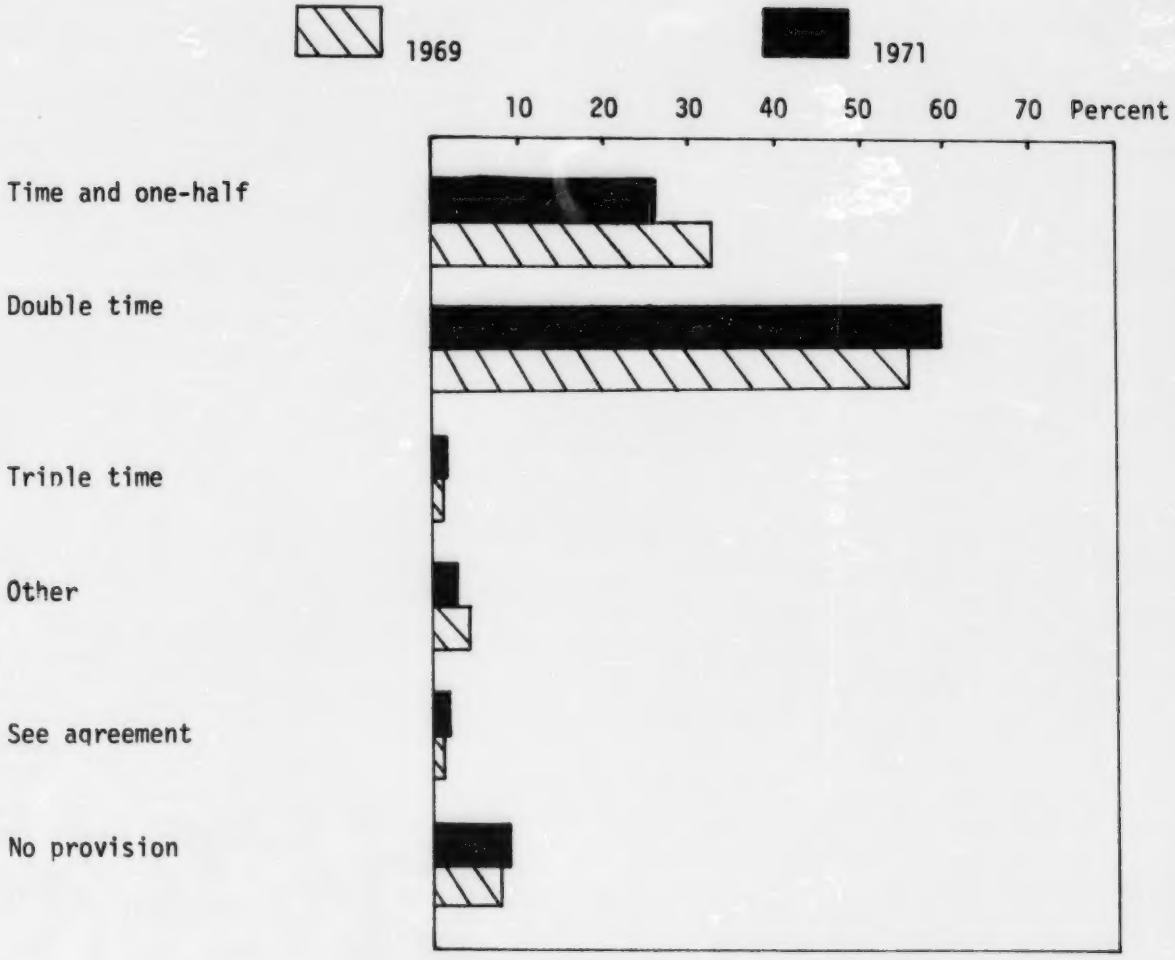


CHART 9: SHIFT PROVISIONS

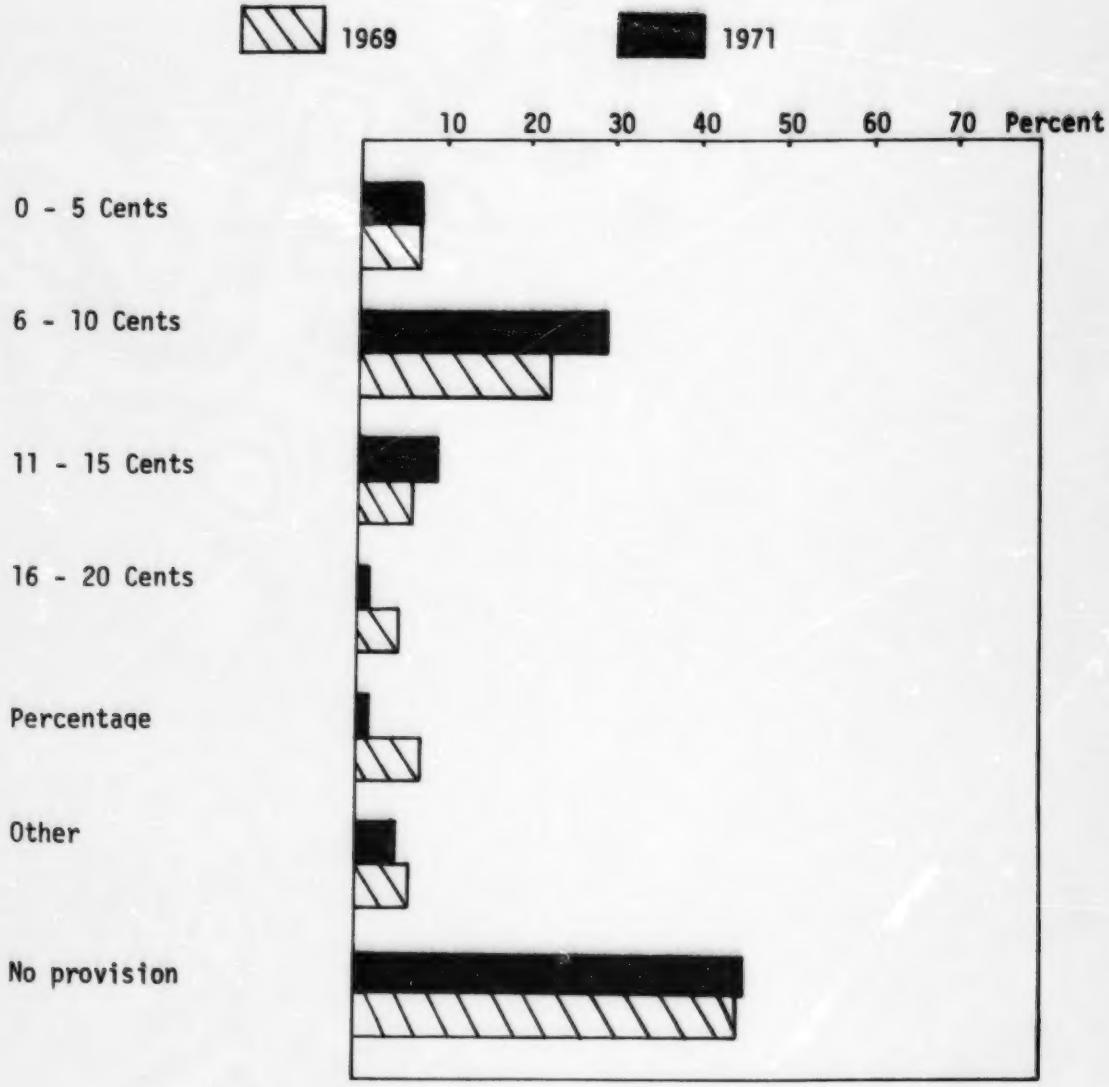


CHART 10: PAID STATUTORY HOLIDAYS

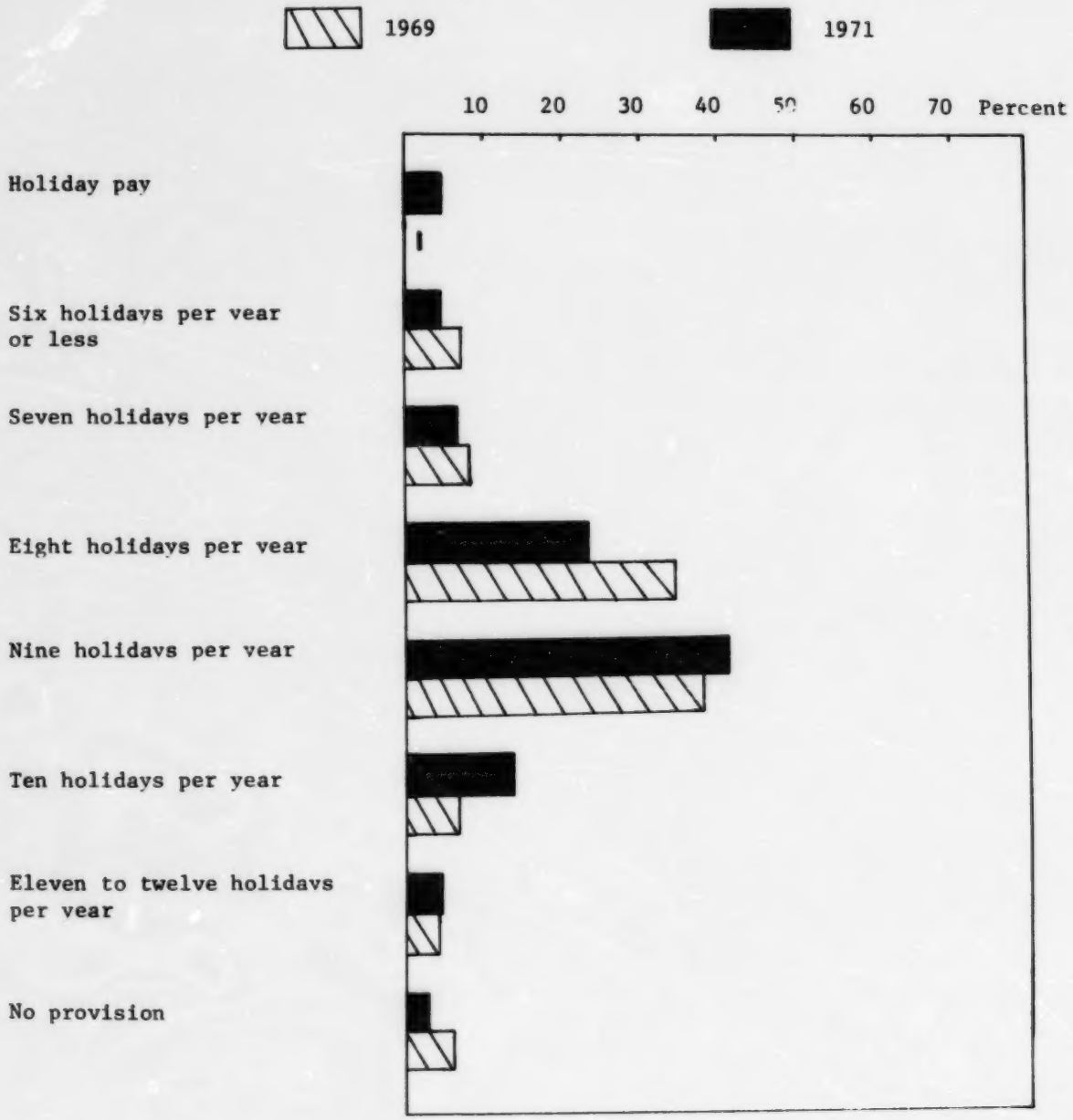


CHART 10: (cont'd) PAID STATUTORY HOLIDAYS

Pay Rates for Holidays Worked

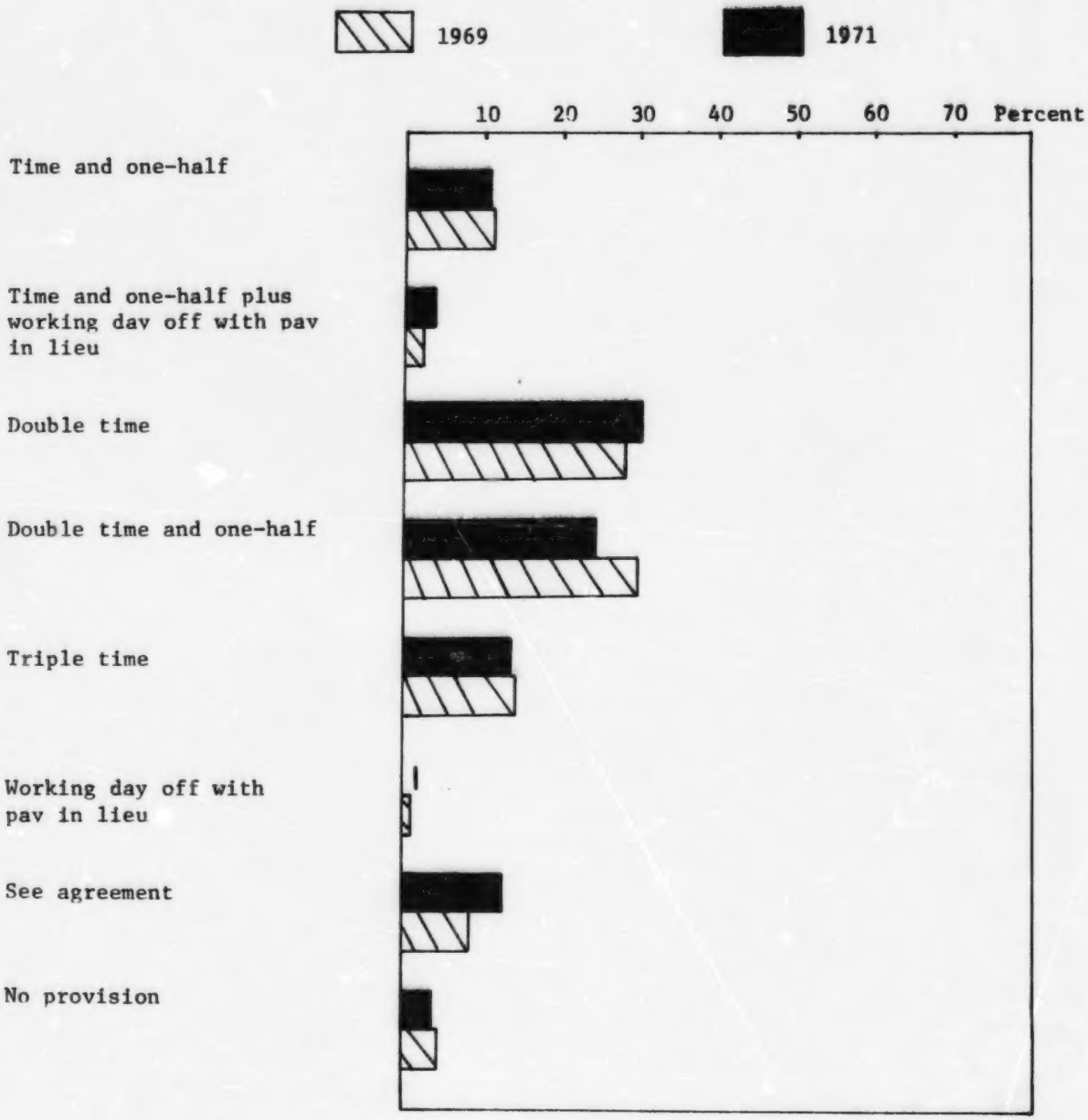


CHART 10: (cont'd) PAID STATUTORY HOLIDAYS

Paid Holidays Falling During Vacation

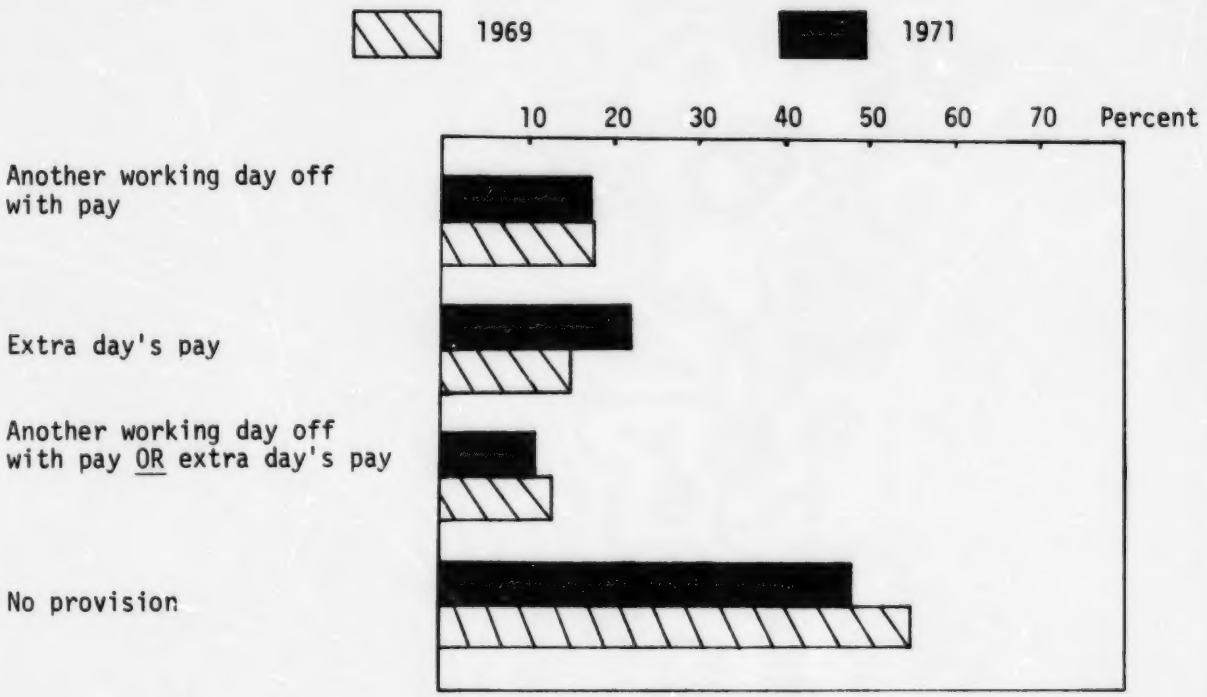


CHART 11: PAID VACATIONS

Provision for Three Weeks

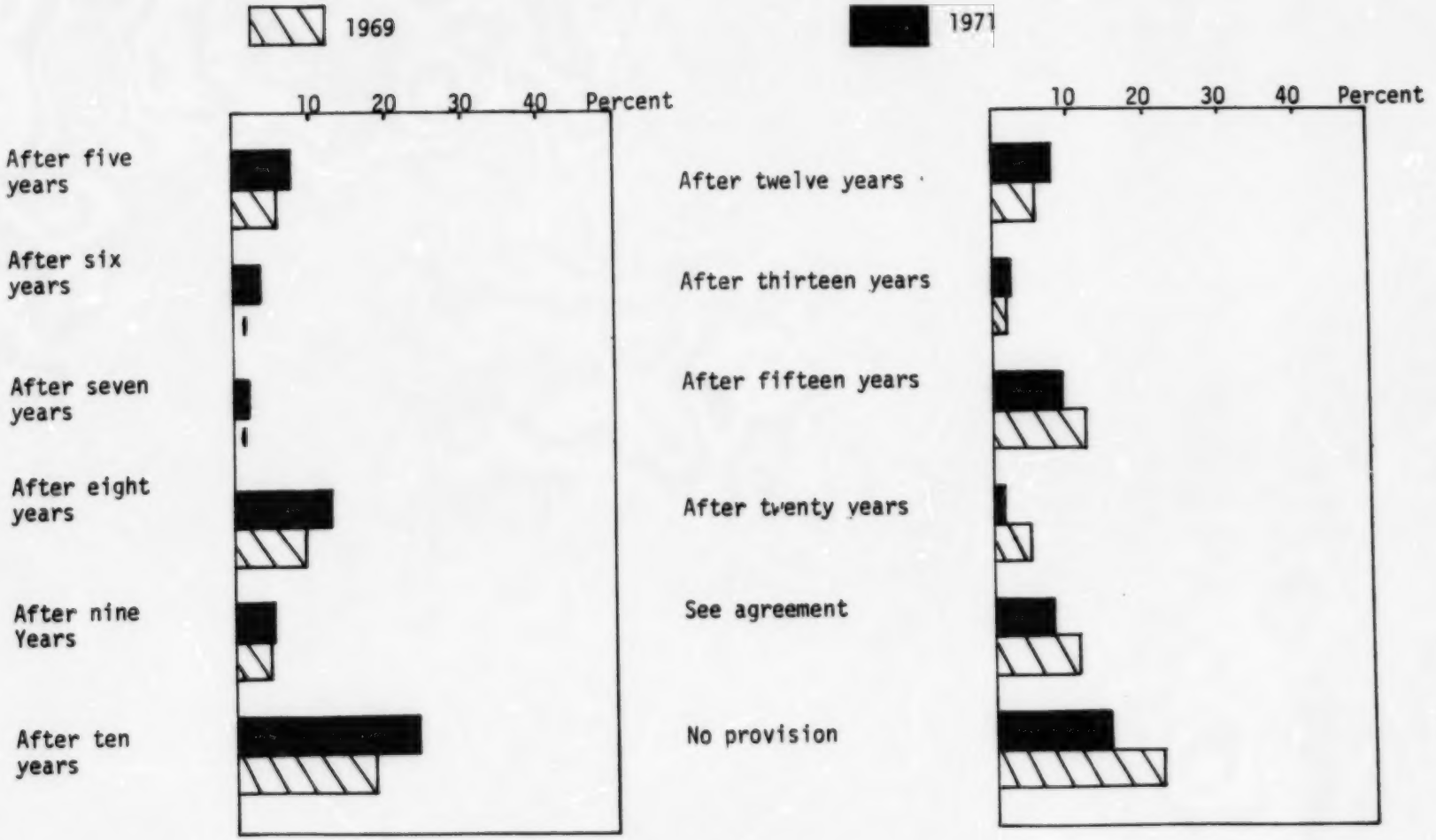


CHART 11: (cont'd) PAID VACATIONS

Provision for Four Weeks

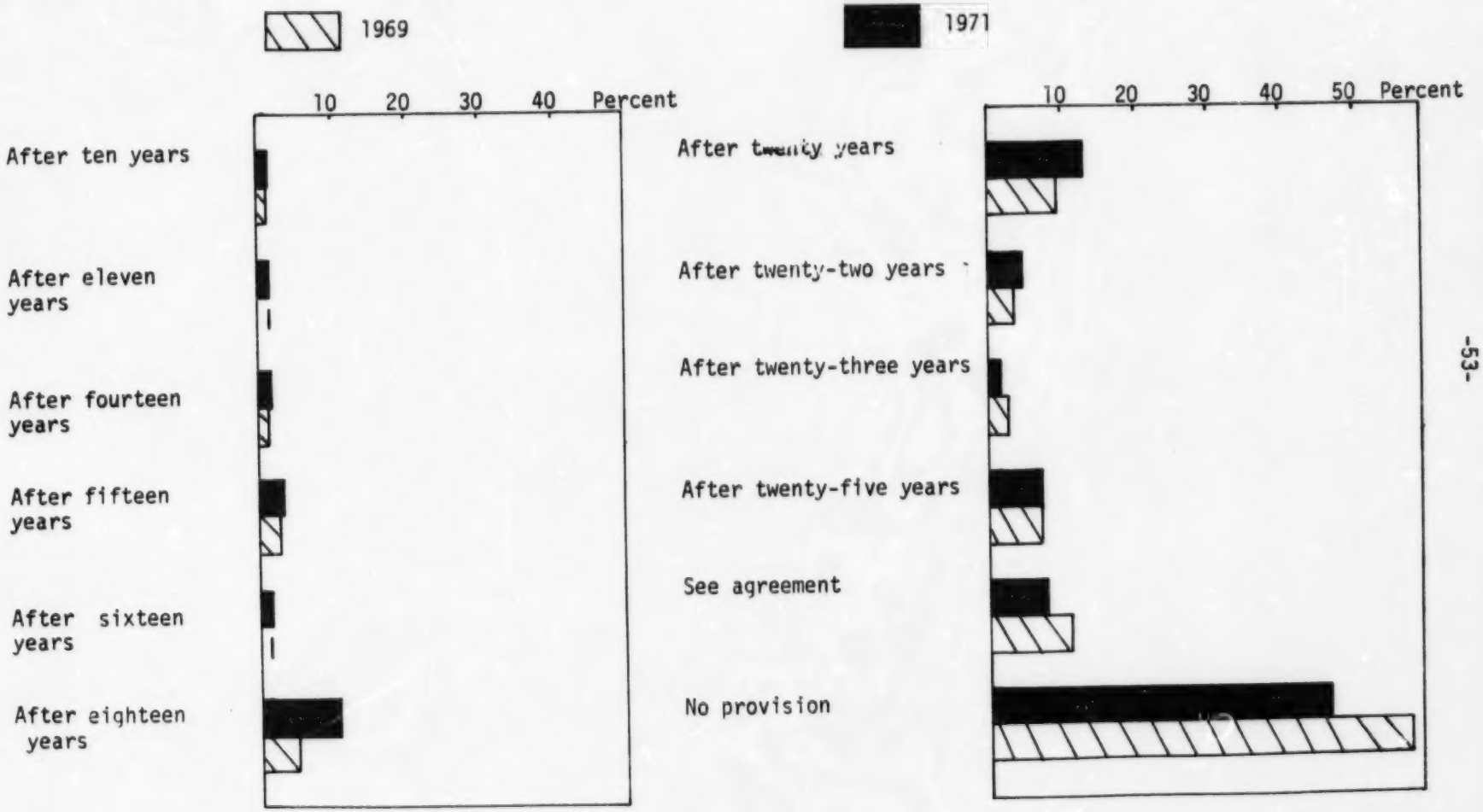


CHART 11: (cont'd) PAID VACATIONS

Provision for Five Weeks

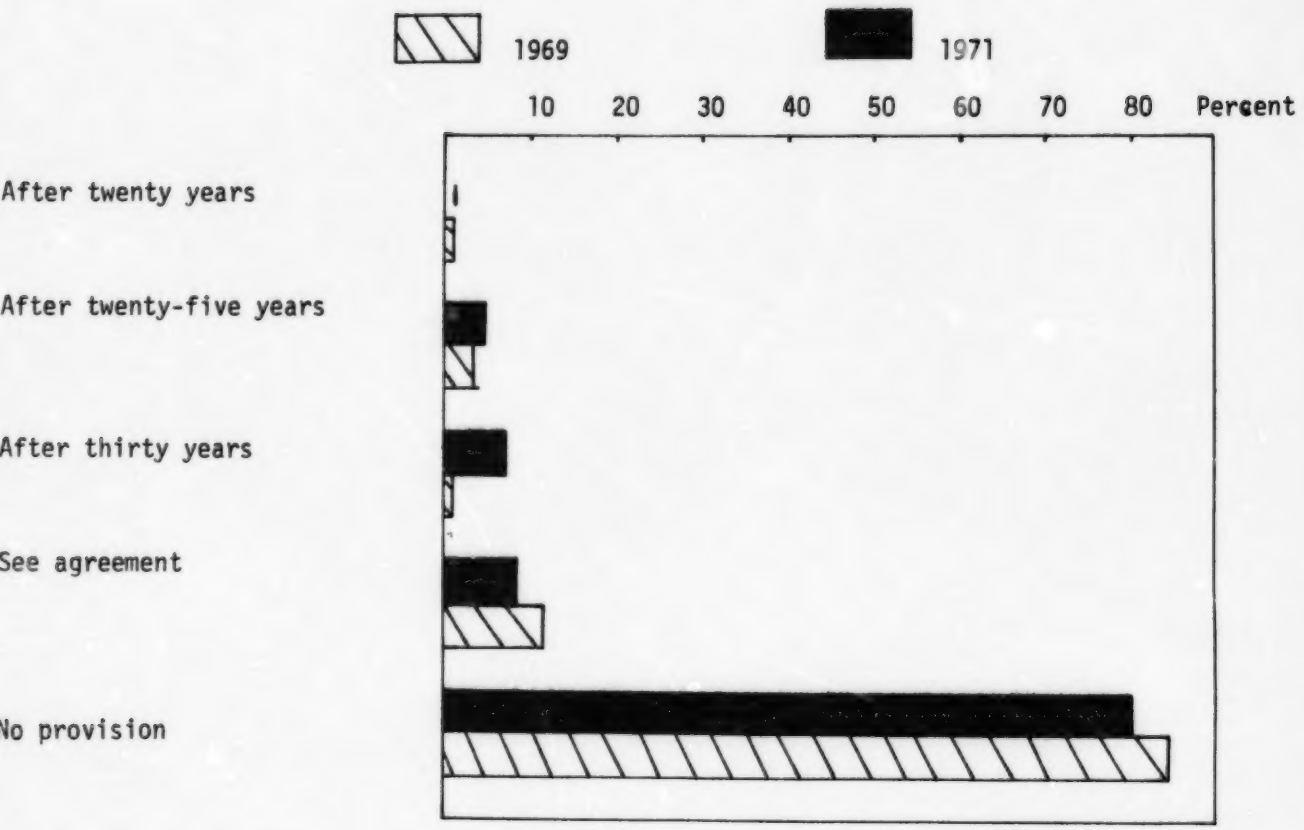


CHART 12: LOWEST WAGE PAID - MALE

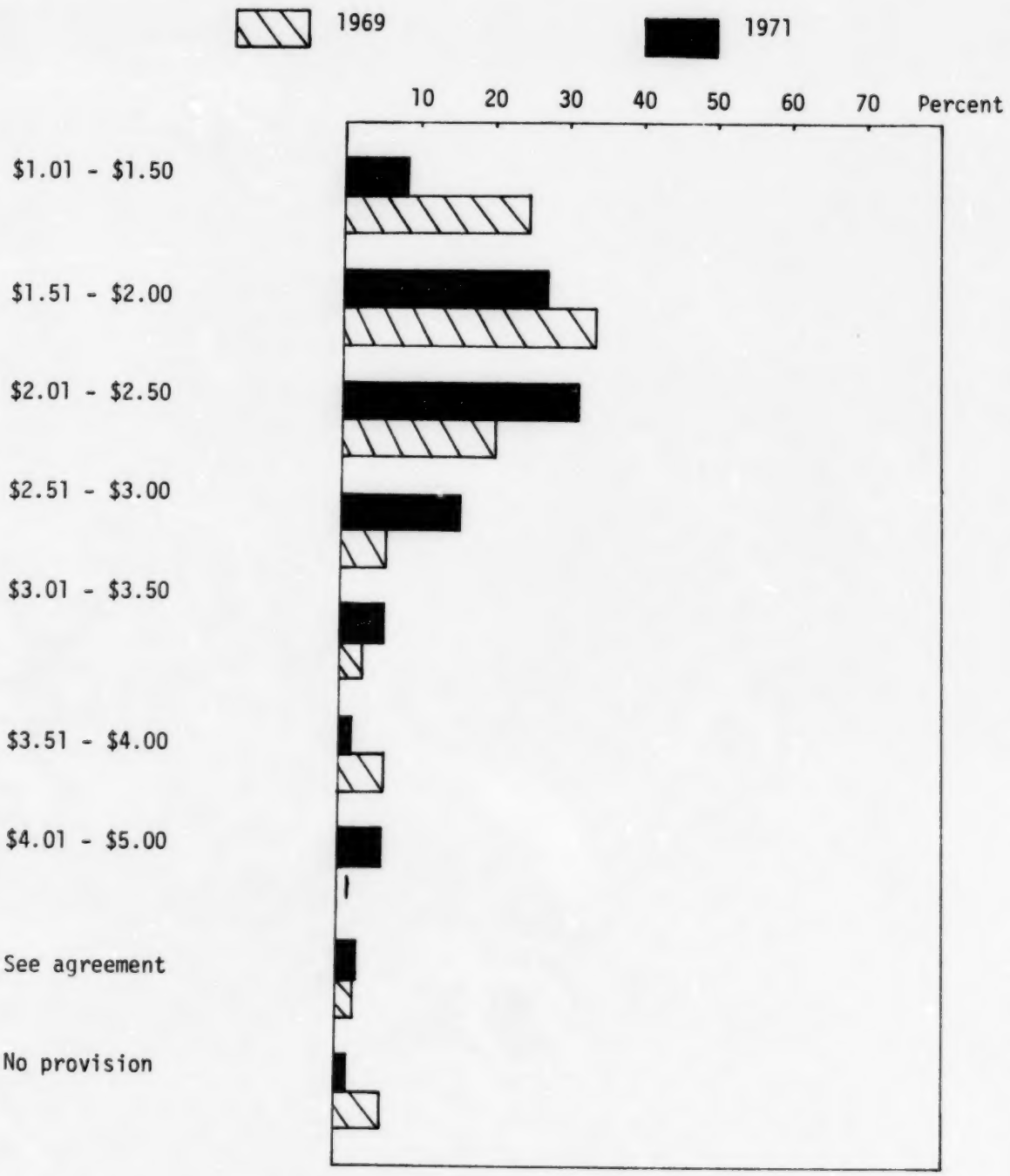
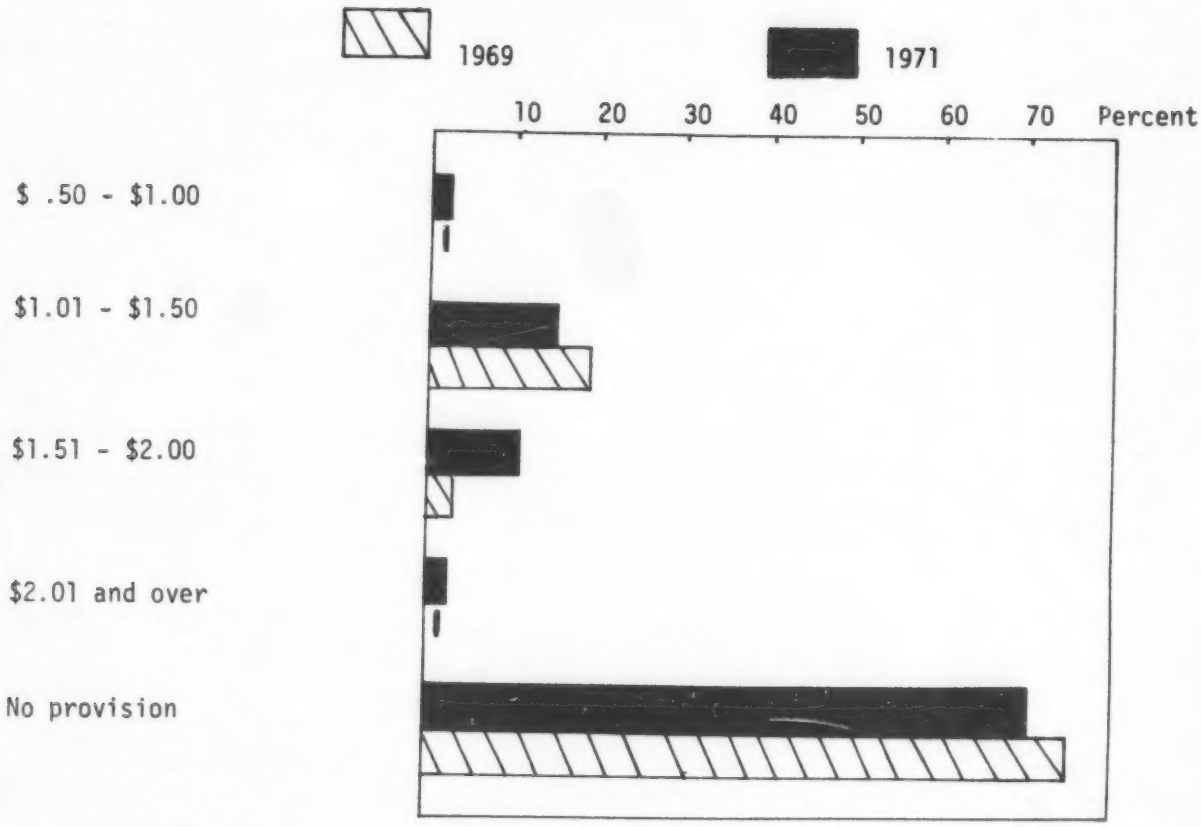


CHART 13: LOWEST WAGE PAID - FEMALE



APPENDIX I

LIST OF COMPANIES AND ASSOCIATIONS

COVERED BY

MANUFACTURING SURVEY

A. C. A. Co-operative Association Limited
Acadia Fisheries Limited - Mulgrave and Acadia Fisheries (Canso Limited)
Annapolis Valley Concrete Finishers Limited
Atlantic Concrete
Ben's Limited
Berwick Bakery Limited
Booth Fisheries Canadian Company Limited
Bowaters Mersey Paper Company Limited
Canada Packers Limited
Canadian General Electric (Heavy Water Plant)
Canadian Keyes Fibre Company Limited
Canadian Liquid Air Limited
Canadian Marconi Company
Canadian Motor Industry Limited
Canadian Westinghouse Company Limited - Service Department
Canard Poultry Limited
Chappells Limited
Clairtone Sound Corporation Limited
Clark Tire and Supply Limited
Cosmos Imperial Mills Limited
Dominion Steel and Coal Corporation
Donato, Faini and Figli (Canada) Limited
Eastern Concrete Flooring Limited
Enamel and Heating Products Limited
Fairey Canada Limited
Ferguson Industries Limited
General Instrument of Canada Limited
Georgia-Pacific Corporation (Bestwall Gypsum Division)
Halifax Herald Limited
Hawker Industries Limited
Hawker-Siddeley Canada Limited (Halifax Shipyards)
Hermes Electronics Limited
Industrial Containers Limited
Industrial Marine Products
Inter Supply Limited
Kentville Publishing Company Limited
Larsen Packers Limited

J. D. MacKenzie Limited
McCully and Soy Limited
MacLean Beverages Limited
Maitime Steel and Foundaries Limited
Minas Basin Pulp and Power Company Limited
Moirs Limited
National Gypsum (Canada) Limited
National Sea Products
North Sydney Marine Railway Company Limited
Nova Scotia Co-operative Abattoir Limited
Nova Scotia Pulp Limited
Oland and Son Limited
Phillips Cables Limited
Procor Limited
Producer Milk Products Limited
Rhand Electronics
Richmond Plastic Fabrication
Riverport Seafood Limited
Riversdale Lumber Limited
Robb Engineering
Scotia Marine Products Limited
Scott Paper Comapny
Seven-Up Sussex Limited
L. E. Shaw Limited
Standard Clay Products Limited
J. W. Stephens Limited
Sydney Engineering and Dry Docks Company Limited
Sydney Steel Corporation
Texaco Canada Limited
Transit Concrete Services Limited
Twin Cities Co-operative Dairy Limited
Volvo (Canada) Limited
Willet Fruit Company

APPENDIX II

LIST OF UNIONS IN

MANUFACTURING SURVEY

International Union, United AUTOMOBILE, Aerospace and Agricultural Implement Workers of America
BAKERY and Confectionery Workers' International Union of America
BREAD, Cake, Biscuit, Crackers, Candy, Confectionery and Miscellaneous Workers' Union
BREWERY and Soft Drink Workers
BRICKLAYERS, Masons and Plasterers' International Union of America
International Association of BRIDGE, Structural and Ornamental Iron Workers
Canadian Union of BUILDING Products Workers
National Union of BRICKYARD Workers
CONSTRUCTION and General Labourers' Union
International Union of ELECTRICAL, Radio and Machine Workers
International Brotherhood of ELECTRICAL Workers
Canadian FOOD and Allied Workers
Sydney and District GENERAL Workers
International LONGSHOREMEN'S Association
International Association of MACHINISTS and Aerospace Workers
Industrial Union of MARINE and Shipbuilding Workers of Canada
OIL, Chemical and Atomic Workers' International Union
Operative PLASTERERS and Cement Masons' International Association of the United States and Canada
International Union of OPERATING Engineers
United PACKINGHOUSE Food and Allied Workers
United PAPERMAKERS and Paperworkers
International Brotherhood of PULP, Sulphite and Panermill Workers
Kentville PRINTING Pressmen and Assistants' Union
Canadian Brotherhood of RAILWAY, Transport and General Workers
RETAIL, Wholesale and Department Store Union
SALARIED Employees' Association
Musquodoboit SAWMILL Workers
Canadian SEAFOOD Workers' Union
SHEET Metal Workers' International Association
United STEELWORKERS of America
Independent TANK Car Repairmen's Union
International Brotherhood of TEAMSTERS, Chauffeurs, Warehousemen and Helpers of America
United TEXTILE Workers' of America
Halifax TYPOGRAPHICAL Union

CURRENT PUBLICATIONS - NOVA SCOTIA DEPARTMENT OF LABOUR

1. Directory of Labour Unions in Nova Scotia - 1971 (1971)
2. Labour Legislation in Nova Scotia - 1971 (1971)
3. Labour Organization in Nova Scotia - 1971 (1971)
4. Nova Scotia Apprenticeship Statistics - 1971 (1971)
5. Nova Scotia Department of Labour Annual Report - 1970 (1971)
6. Average Weekly Wages and Salaries in the Sixties by Industry in Nova Scotia - (1970)
7. 1970 Wage Rates, Salaries and Hours of Labour in Nova Scotia - (1971)
8. Apprenticeship Training in Nova Scotia - (1969)
9. Collective Agreement Survey - Building Trades of the Construction Industry - 1971 (1971)
10. Collective Agreement Survey - Hospitals - 1971 (1971)
11. Collective Agreement Survey - Manufacturing Industry - 1971 (1971)
12. Pilot Survey - Small Firm Wage Rates, Salaries and Hours of Labour. Nova Scotia. 1968 (1969)
13. Working Conditions in Nova Scotia - 1967 (1968)
14. Technological Change Provisions in the Manufacturing Industry in Nova Scotia - 1967
15. The Nova Scotia Department of Labour - (1967)
16. Chart Analysis of Manpower Training Requirements for Nova Scotia. 1970 and 1975. (1966)
17. Manpower Training Requirements for Nova Scotia 1970 and 1975. (1965)

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